

Nursing Development Program

Phase Three

Our goal: To improve patient care across Timor-Leste by developing the capacity of Timorese healthcare workers, with the primary focus at HNGV

NURSES AND MIDWIVES

**CLEAN
CARE**
— IS IN YOUR —
HANDS



World Health Organization



2020
INTERNATIONAL YEAR
OF THE NURSE AND
THE MIDWIFE



#SupportNursesAndMidwives
#HandHygiene #InfectionPrevention



ST JOHN OF GOD
International Health

Capability. Confidence. Culture.

Foreword from Honourable Minister for Health

Quality of health services become the new agenda in the National Health Sector for Strategic Plan II 2020-2030 in provision of health services to the Timorese people. There are many elements of the health services quality improvement. Among the elements are structure and health quality assurance strategic plan 2020-2024, which is existed for the first time since the independence.

St John of God International Health is one of the pioneer partners in the quality improvement, especially at the National Hospital Guido Valadares, and is working as an integral part of the quality improvement.

It is a great pleasure to endorse the three-years (2022-2025) plan Nursing Development Program managed by St John of God International Health, which will greatly contribute to the effort to improve quality, patient-centred care in hospitals and in-patient facilities in Timor-Leste.

dr. Odete Maria Freitas Belo, MPH

Honourable Minister for Health
Democratic Republic of Timor-Leste

From St John of God Social Outreach

St John of God International Health (SJGIH) is pleased to present our Nursing Development Program (Phase Three) to begin in Timor-Leste on 1 July, 2022.

Following extensive consultation and continued collaboration with our Ministry of Health partners, the plan aligns with the themes that emerged from consultation, the relevant Ministry of Health plans and findings of the 2021 evaluation.

Phase three will see a continuation of many of our existing programs, as well as the start of some new ones. There will be transition and handover of some of existing programs to the Ministry of Health, aligning with the SJGIH aim to promote programs that are led and operated by Timorese healthcare leaders. Our sincere hope is to assist the Ministry of Health in their drive 'Towards a Healthy East Timorese People in a Healthy Timor-Leste'.¹

We would like to take this opportunity to thank the members of the Ministry of Health who have guided our planning, as well as our health development partners for their continuing support.

Susan Cantwell

Chief Executive Officer
St John of God Social Outreach

Anthea Ramos

Director International Health

Dr. Lourenço Camnahas

Country Manager

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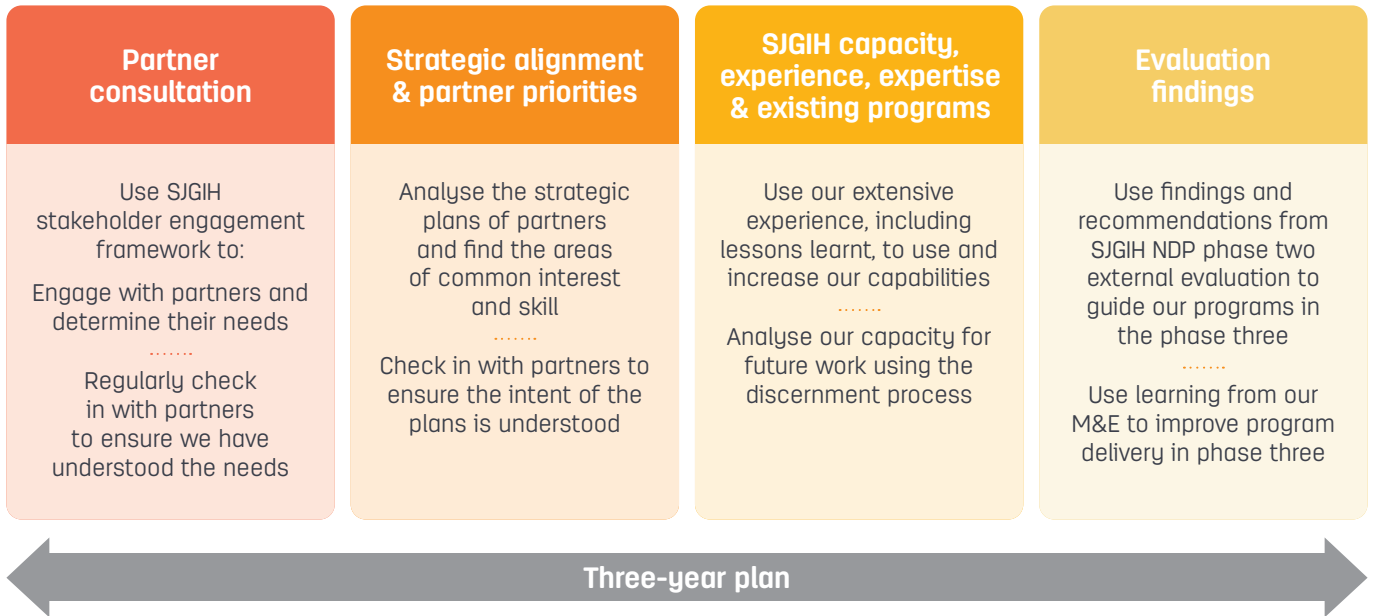
¹ National Health Sector Strategic Plan II (2020-2030)



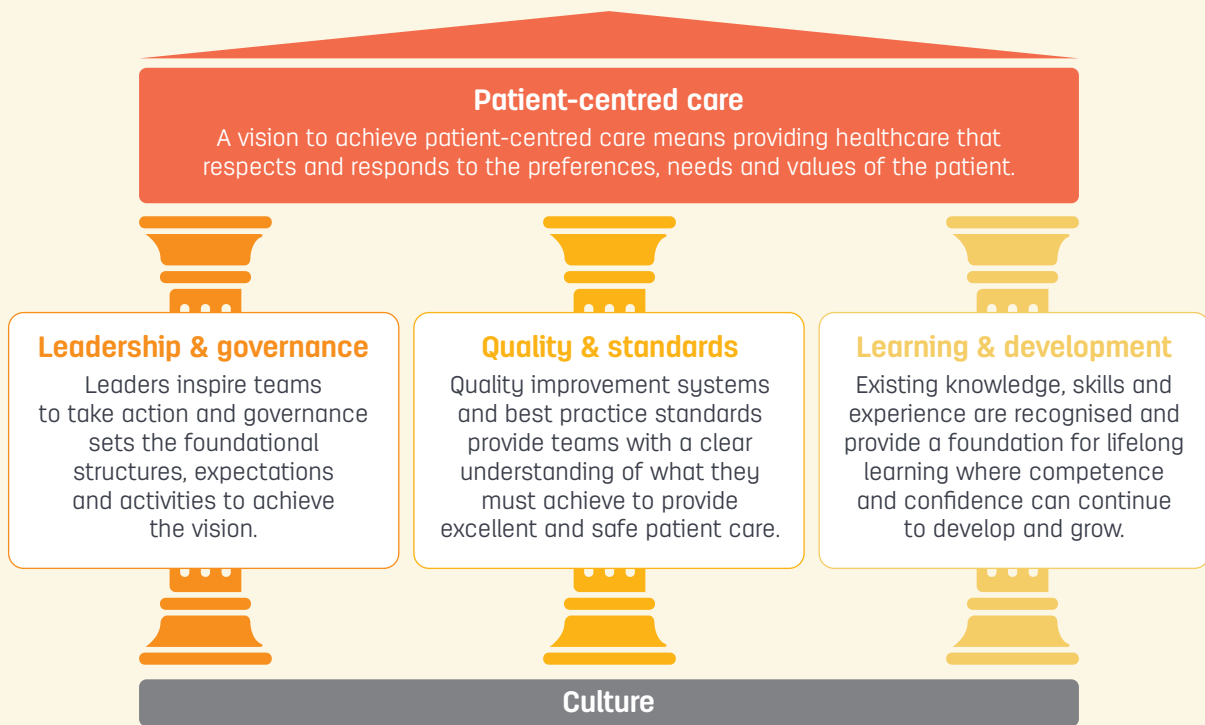
Commitments and strategic actions

Phase 3 Commitments	Strategic Actions
<p>ONE</p> <p>Promote the professional standing of nurses and midwives in Timor-Leste to support the provision of excellent and compassionate patient care.</p>	<ol style="list-style-type: none"> 1.1. Develop a case for presentation to the MOH for the appointment of a Chief Nursing and Midwifery Officer (CNMO) to promote the professional standing of nurses and midwives, and if accepted, support implementation of the role. 1.2. Support the MOH to agree upon, implement, promote, and evaluate a set of nursing and midwifery standards that will guide excellence in patient care. 1.3. Advocate for the MOH to adopt the HNGV Nursing and Midwifery Code of Conduct (or to develop another one) to clearly outline its expectations of nurses and midwives in their professional duties, including as advocates for patient care. 1.4. Support the continuing professional development of nurses, midwives and other healthcare workers.
<p>TWO</p> <p>Support the MOH to continue focusing on its directors and managers to develop their executive, management and leadership skills in leading the MOH vision towards excellence in patient care.</p>	<ol style="list-style-type: none"> 2.1. If indicated by a needs assessment, support the design, implementation, evaluation, and handover an Executive Development Program (EDP) that can be delivered to current and emerging Directors, and handed over to the MOH. 2.2. Support the MOH to develop a framework to effectively communicate and embed its Vision, Mission and Values throughout the healthcare sector. 2.3. Advocate for the development and standardisation of a Patient-Centred Care model that can be adopted at all levels of the MOH hospitals/facilities.
<p>THREE</p> <p>Support the development and implementation of hospital and patient care standards and provide tools to measure compliance.</p>	<ol style="list-style-type: none"> 3.1. Support the MOH to adopt and implement achievable hospital standards. 3.2. If indicated by a needs assessment, support the design, implementation, evaluation, and handover of a Quality Teams Program to support these teams to understand their roles and responsibilities with respect to hospital and patient care standards and compliance, and to develop knowledge and skills necessary to fulfil their roles. 3.3. Support the MOH and hospitals to expand their KPIs and systems for actively managing, measuring and reporting on these. 3.4. Promote Workplace Health and Safety (WHS) as an integral part of all standards being implemented.
<p>FOUR</p> <p>Continue to support nurses and midwives to develop their clinical knowledge, skills, competence and confidence to achieve excellence in patient care.</p>	<ol style="list-style-type: none"> 4.1. Explore the potential for the MOH to develop a Learning and Development Framework designed to improve nursing and midwifery knowledge, skills, competence and confidence. 4.2. Advocate for the introduction of a full time, hospital/facility based Clinical Nurse and Midwife Educator Team who have the responsibility and authority to implement the agreed learning and development programs. 4.3. Continue to measure, evaluate and report the outcomes of the delivery of the Clinical Core Competency Program (CCP) in hospitals/facilities, and prepare for its handover to the HNGV. 4.4. Support a culture of life-long learning, evidence-based practice, reflective practice, and Continuous Professional Development (CPD) for nurses and midwives. 4.5. Continue to respond to clinical specialisation needs where capacity allows. 4.6. Continue to work with INS to implement an Educator Development Program (EDP) to support nursing and midwifery (and other disciplines) to have the knowledge, skills, competence and confidence to effectively fulfil their roles. 4.7. If indicated by a needs assessment, support the design, implementation, evaluation, and handover of a Nursing and Midwifery Graduate Program, including clinical mentoring and Preceptoring, to ensure newly graduated nurses and midwives can effectively transition into the workplace. 4.8. Explore and test different methods for nursing and midwifery learning and development, particularly through technology, that will support the expansion of knowledge, skills, competence and confidence. 4.9. Assist the HNGV to continue to provide the services of a teaching and research hospital.

Planning inputs



Approach to stable and sustainable development



Santos



St John of God Health Care's work in Timor-Leste is proudly supported by Santos and the Bayu-Undan joint venture.

